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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q33-Q38):

NEW QUESTION # 33
Where can you update current pre-screening questions or assign pre-screening questions to a requisition?
Note: There are 2 correct answers to this question.

- A. Job Requisition
- B. Import question Library
- C. Candidate Summary
- D. Candidate Profile

Answer: A,B

Explanation:
Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:
* Job Requisition (Option C):Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.
* Import Question Library (Option D):Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.
: SAP SuccessFactors Recruiting Management Implementation Guide - Managing Pre-screening Questions and Question Libraries.
Explanation of Incorrect Options:
Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-screening questions.
Option B - Candidate Profile: This holds information about the candidate but does not manage pre- screening questions for requisitions.

NEW QUESTION # 34
Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. My job boards
- B. Job Board Market Place
- C. Job Board catalogue on SAP Jams and Communities
- D. My school job boards

Answer: B,C

Explanation:
The list of available job boards for Recruiting Posting can be found in two primary locations:
* Job Board Market Place (Option C):This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.
* Job Board Catalogue on SAP Jams and Communities (Option D):SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with detailed descriptions.
: SAP SuccessFactors Recruiting Posting Documentation - Accessing Job Boards.
Explanation of Incorrect Options:
Option A - My school job boards: This is not a standard feature for accessing all job boards.
Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

NEW QUESTION # 35
Which of the following are components of the Candidate Profile Template? Note: There are 3 correct answers to this question.

- A. Field attribute overrides
- B. Field definitions
- C. sm-mapping configuration
- D. Background elements
- E. Button permissions

Answer: A,C,D

NEW QUESTION # 36

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- B. The status "Phone Screening" is set as "hidden" in the Application template.
- C. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- D. The status "Phone Screening" is NOT set as Visible by the Recruiter.

Answer: A,D

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

* Status Not Enabled in the Talent Pipeline (Option A):The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

* Status Not Visible to the Recruiter (Option D):Visibility settings control who can view each status. If "Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

* Steps to Check:

* Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Talent Pipeline and Status Visibility.

Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.

Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 37

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Business Accelerator Hub
- C. SAP Integration Suite

Answer: B

Explanation:

To explore released APIs for SAP products, SAP Business Accelerator Hub (formerly known as SAP API Business Hub) is the primary platform. It provides a comprehensive library of APIs, including documentation, testing tools, and usage examples, which are essential for developing integrations with SAP SuccessFactors and other SAP modules.

Steps to Use:

Go to SAP Business Accelerator Hub and search for the relevant API.

Access documentation, and explore API endpoints, data models, and sample responses.

Reference:

Explanation of Incorrect Options:

Option A - SAP Application Interface Framework: This is used for error handling and monitoring, not API exploration.

Option B - SAP Integration Suite: While useful for building integrations, it does not serve as a primary API exploration platform.

NEW QUESTION # 38

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